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**Updated TAP Instruction:** On 13 May 2004, RADM Lohr approved and signed JAGINST 1212.1C, *Judge Advocate General's Corps Targeted Augmentation Program (TAP)*. This updated instruction and implementing note are attached, and both should be read in their entirety. Below is information summarizing the major changes, and some questions/answers. If you have specific questions, please contact the detailers.

**Background:** TAP was established in July 1983 to provide selected reserve Judge Advocates (JAGs) an opportunity to extend on active duty and develop performance records beyond their 36-month active duty obligation and qualify to apply for the Transfer/Redesignation (Augmentation) Board.

The previous instruction allowed officers to apply for TAP after 24 months of service. Under the new instruction, officers are not eligible to apply for TAP until after 36 months of service. This will give the selection board a more complete record of the officer's potential due to the additional fitness reports and opportunities for additional responsibilities and assignments.

TAP will transition to 36 months beginning with the JAs of Year Group 1999, graduating Naval Justice School's Basic Lawyer Course in July and October 2002. This first group was scheduled to apply for TAP in September 2004. Under JAGINST 1212.1C, this group, and all following TAP applicants, will be eligible to apply for TAP after 36 months, beginning with the September 2005 TAP Board.

All YG98 officers will remain under the 24-month TAP rule.

JAGs with a 48-month obligation should expect to have a minimum of two tours with the JAG Corps and will likely move to a second tour after 18 - 24 months into their first tour. A JAG desiring to separate from Active Duty upon the completion of their 48-month obligation should be counseled on Minimum Tour for Separation (MTS) rules and restrictions prior to executing orders to a second duty station.

JAGs with PRDs before their designated TAP board may execute Permanent Change of Station (PCS) orders to a second tour without waiting for TAP results. This officer shall be counseled on Minimum Tour for Separation (MTS) rules and restrictions prior to executing orders to a second duty station.

### **Q and A:**

Q1) How long will I be obligated to the Navy if I take another set of orders?

A1) If you are considering separation, then the Minimum Tour for Separation rule applies:

Ref: (a) MILPERSMAN 1301-104

(b) MILPERSMAN 1301-108

All officers accepting orders beyond their initial tour (i.e. to a second or third duty station) incur a Minimum Tour for Separation (MTS) obligation, reference (a), that is served concurrently with their initial JAG Corps obligation. For example, if an officer with a 36 month minimum service obligation executes a PCS move from San Diego to Washington D.C. after only 18 months in San Diego, this officer must serve 24 months in Washington D.C. before being eligible to separate - 24 months is the MTS for a 'costed' CONUS-to-CONUS move, reference (b). Accepting orders to the second assignment effectively extends the officer's time on active duty to a minimum of 42 months. If an officer with a 48 month minimum service obligation executes a PCS move from San Diego to Washington D.C. after only 18 months in San Diego, this officer will complete the MTS requirement of the 'costed' CONUS-to-CONUS move prior to completing the minimum JAG Corps obligation.

The Navy Personnel Command (NPC) regulates all MTS requirements and waivers. Requests to separate prior to the 24 month MTS will be considered; but, these requests require waivers approved by NPC and are not guaranteed.

Otherwise, orders will be for the normal DoD area tour length - generally three years to all CONUS shore duty stations. Overseas DoD area tour lengths are generally 24 months for members with no dependents and 36 months for members with dependents.

Q2) What happens if I accept orders and then fail to TAP?

A2) You will be eligible to apply for a second look at TAP at the next TAP board. If you fail to select at your second TAP board, you may choose to submit a voluntary RAD IAW minimum tour for separation limitations listed above. If you want to stay on active duty, this may be a possibility depending on overall JAG Corps manning in FY06 and beyond. We're in an evolving Navy which makes it difficult to accurately forecast where we'll be, manning wise, beyond our current fiscal year.

Q3) Do I have to accept orders to another duty station before my 36 month JAG Corps obligation expires?

A) No, you don't have to accept orders before your PRD. However, if you want to continue serving on Active Duty, even though you don't know the results of TAP yet, then you should consider any of the job opportunities available beginning around your 24 month in your first assignment. If your choice is to separate from Active Duty at the end of your 36 month obligation, then you should let your chain of command and your detailer know your intentions and, in a timely fashion, submit a voluntary RAD IAW MILPERSMAN 1920-090.

Q4) I want to know that I've been selected for TAP before I obligate myself to another two years in the Navy. Can't I just stay at my first assignment until I receive positive results from TAP?

A) This is a good question that is difficult to answer in a general statement. Some officers will have their initial assignment expire before their first eligible TAP board convenes. We (PERS-4416) will try to be as flexible as possible with each officer remaining on a 36 month obligation. If you're comfortable moving to a second assignment after only ~20 months, regardless of TAP, there will probably be a job opening for you. If you prefer to stay at your first assignment until your TAP board meets, the detailers and your command will talk this over and come up with an acceptable plan for all.

**Detailer Contact Info:**

LCDR Jim Protin, 901-874-4082 (DSN 882)); [james.protin@navy.mil](mailto:james.protin@navy.mil)

LCDR Caren McCurdy, 901-874-4083 (DSN 882); [caren.mccurdy@navy.mil](mailto:caren.mccurdy@navy.mil)

LCDR(sel) Bob Passerello, 901-874-4084 (DSN 882); [robert.passerello@navy.mil](mailto:robert.passerello@navy.mil)

**Visit the JAG Detailers' Website:**

[www.bupers.navy.mil/pers4/pers4416/p4416home.htm](http://www.bupers.navy.mil/pers4/pers4416/p4416home.htm)



DEPARTMENT OF THE NAVY  
OFFICE OF THE JUDGE ADVOCATE GENERAL  
1322 PATTERSON AVENUE SF SUITE 3000  
WASHINGTON NAVY YARD DC 20374-5066

IN REPLY REFER TO

JAGINST 1212.1C  
Code 61  
13 May 2004

JAG INSTRUCTION 1212.1C

From: Judge Advocate General

Subj: JUDGE ADVOCATE GENERAL'S CORPS TARGETED AUGMENTATION  
PROGRAM (TAP)

Ref: (a) MILPERSMAN 1131-020

Encl: (1) Sample TAP Application  
(2) Sample Unqualified Extension Request

1. Purpose. To promulgate eligibility criteria and application procedures for the Navy Judge Advocate General's Corps Targeted Augmentation Program (TAP).

2. Cancellation. JAGINST 1212.1B.

3. Discussion

a. TAP was established in July 1983 to provide Navy Reserve Judge Advocates (JAs) on active duty the opportunity to develop performance records beyond the 36-month active duty obligation prior to consideration by the Transfer/Redesignation (Augmentation) Board. In an effort to capture a more complete performance record for each officer applying for TAP, through additional performance assessments and opportunities for increased leadership responsibilities, each Navy JA will be eligible for TAP after 36 months, as opposed to the previous 24 month eligibility. TAP will transition to 36 months for JAs in Year Group 1999, graduating the Naval Justice School (NJS) Basic Lawyer Course July 2002 and later.

b. The Judge Advocate General of the Navy (JAG) will convene two administrative selection boards annually to recommend reserve JAs for extension on active duty.

c. Per reference (a), a TAP selectee will be extended on active duty and may be considered for augmentation after (1) completing approximately four years of active service as a JA and (2) applying for augmentation.

#### 4. Eligibility

a. Semi-annual TAP boards will convene in March and September of each year.

b. Navy Reserve JAs, beginning with YG99, may apply to the first two consecutive boards convening after the officer's 36<sup>th</sup> month of continuous active duty following commencement of NJS training. Applicants not selected for TAP at their first board, or applicants who do not submit an application to the first board for which they are eligible, may apply to the next consecutive board. In both cases, this is considered the JA's second look.

c. If, after the first two consecutive TAP boards for which an officer is eligible, the officer has either failed to apply for TAP or fails to select for TAP, or a combination thereof, the officer may be subject to involuntary release from active duty (IRAD) in accordance with current instructions issued by Commander, Navy Personnel Command.

#### 5. Procedures

a. TAP. The JAG will convene semi-annual boards, in a location convenient to the administration of the board, to review applications and select reserve JAs for TAP. Applicants at a TAP board compete only with other applicants from the same Year Group. TAP quotas will be distributed amongst TAP boards by the JAG Corps Officer Community Manager, after coordination with the Judge Advocate General (JAG), the Deputy Judge Advocate General (DJAG), and the Assistant Judge Advocate General for Operations and Management (Code 06). Selection for TAP will extend the officer on active duty in a reserve status until they are eligible for consideration for augmentation.

b. Application. The application format is at enclosure (1). Each application shall contain all officer fitness reports, undergraduate and law school transcripts, NAVPERS Form 1070/10 (Officer Photograph Submission Sheet), and no more than 3 letters of recommendation. Applicants will also submit an unqualified extension request in which the applicant agrees to accept any assignment commensurate with their rank and designator; an example is at enclosure (2).

c. Deadline. A command endorsed TAP application must be received by Navy Personnel Command (PERS-4416C) not later than

30 days prior to the board's convening date. For the March board, endorsed applications normally should be received by 15 February. For the September board, endorsed applications normally should be received by 15 August. A final application deadline will be announced at least five months prior to the convening of each TAP board.

d. Transfer/Redesignation (Augmentation). Augmentation boards, administered by Navy Personnel Command, (PERS-4801G), normally convene semi-annually. Except as noted below, TAP selectees may apply for augmentation one time. TAP selectees are eligible to apply for the first augmentation board convening four years after commencement of NJS training.

e. Exceptions. The objective of the TAP and augmentation process is to select the most qualified officers for career status. Therefore, exceptions to the above policy limitations on both the timing and number of opportunities to apply for TAP and augmentation -- which are intended solely to distribute fairly the selection opportunities within a given year group -- may be approved by the JAG/DJAG on a case-by-case basis. Officers seeking such exceptions shall submit their request and application to the JAG/DJAG, with command endorsement, not later than the deadline for the applicable board.

6. Coordination. The LT/LDO Detailer, Navy Personnel Command, PERS-4416C, is the point of contact for all matters relating to TAP and augmentation and may be contacted at (901) 874-4083 or DSN 882-4083.



MICHAEL F. DOHR

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SAMPLE FORMAT

From: LT Sam A. Sailor, JAGC, USNR, 123-45-6789/2505  
To: Commander, Navy Personnel Command (PERS-4416C)  
Via: Commanding Officer, Naval Legal Service Office  
Southwest

Subj: APPLICATION FOR TARGETED AUGMENTATION PROGRAM (TAP)

Ref: (a) JAGINST 1212.1C

Encl: (1) Unqualified Extension Request  
(2) NAVPERS Form 1070/10, Officer Photograph Submission  
Sheet of [insert date of photo]  
(3) Officer Fitness Report of [insert end date of report  
and include all fitness reports as separate  
enclosures]  
(4) Officer Fitness Report of 31 Jan 98  
(5) Officer Fitness Report of 14 Mar 97  
(6) Officer Fitness Report of 12 Dec 96  
(7) [insert undergraduate transcripts]  
(8) [insert law school transcripts]  
(9) CAPT Terry A. O'Brien, JAGC, USN, ltr of 4 Feb 99  
(10) CAPT Fred E. Flanagan, USN, ltr of 7 Feb 99  
(11) CDR Kathleen O. Edmonton, JAGC, USN, ltr of 9 Feb 99

1. Pursuant to reference (a), I hereby request selection for the Targeted Augmentation Program (TAP).

2. In addition to enclosures (1) through (11), the following information is provided:

a. Date and place of birth:

19 Oct 75  
Buffalo, New York

b. Inclusive dates of all prior active service, if applicable: Not applicable.

c. Entry date of current active service: 13 Jan 97.

d. Source of commissioning under current appointment:  
Student Program.

e. Dates of commencement and graduation from Naval Justice School: 13 Jan 97 - 14 Mar 97.

Enclosure (1)

Subj: APPLICATION FOR TARGETED AUGMENTATION PROGRAM (TAP)

f. Field of study, institutions attended, degrees awarded and dates of degree completion:

Economics & Political Science, University of Virginia,  
Bachelor of Arts Degree, 15 Jun 93

Law, Valparaiso University School of Law, Doctorate of  
Jurisprudence, 08 May 96

g. Original date of commission: 19 May 95.

h. Date of rank: 1 Jun 97.

i. Date and type of security clearance granted: Secret,  
22 Apr 97.

j. (Any additional information that the applicant desires  
to invite to the attention of the board - such as a personal  
statement.)

Very respectfully,

SAM A. SAILOR  
LT, JAGC, USNR



SAMPLE UNQUALIFIED EXTENSION REQUEST

From: LT Sam A. Sailor, JAGC, USNR, 123-45-6789/2505  
To: Commander, Navy Personnel Command (PERS-4416C)  
Via: Commanding Officer, Naval Legal Service Office  
Southwest

Ref: (a) SECNAVINST 1900.7G  
(b) MILPERSMAN 1331-010

1. Per references (a) and (b), I request to be extended on active duty beyond my release-from-active-duty date. This request is unqualified, and I will accept any assignment commensurate with my rank and designator.

Very respectfully,

SAM A. SAILOR  
LT, JAGC, USNR

Enclosure (2)



DEPARTMENT OF THE NAVY  
OFFICE OF THE JUDGE ADVOCATE GENERAL  
1322 PATTERSON AVENUE SE SUITE 3000  
WASHINGTON NAVY YARD DC 20374 5066

IN REPLY REFER TO

JAGNOTE 1212  
Code 61  
13 May 2004

JAGNOTE 1212

From: Judge Advocate General

Subj: JUDGE ADVOCATE GENERAL'S CORPS TARGETED AUGMENTATION  
PROGRAM (TAP)

Ref: (a) JAGINST 1212.1C

1. Purpose. To promulgate eligibility and implementation criteria for the Judge Advocate General's Corps Targeted Augmentation Program (TAP).

2. In accordance with reference (a), the following TAP eligibility criteria and information is provided.

3. Eligibility

a. Each reserve JA may apply to the first two consecutive boards for which the reserve JA is eligible. All reserve JAs, beginning with Year Group 1999 applicants graduating Naval Justice School's Basic Lawyer Course July 2002 and later, will be eligible for the first TAP board convening after the officer's 36th month of continuous active duty following commencement of NJS training. Applicants not selected for TAP at their first board, or applicants who do not submit an application to the first board for which they are eligible, may apply to the next consecutive board. In both cases, this is considered the JA's second look.

b. All JAs Year Group 1998 and senior will remain eligible for their first-look TAP opportunity after the officer's 24th month of continuous active duty following commencement of NJS training. Applicants from Year Group 1998 and senior who are not selected for TAP at their first board, or who do not submit an application to the first board for which they are eligible, may apply to the next consecutive board. In both cases, this is considered the JA's second look.

c. If, after the first two consecutive TAP boards for which an officer is eligible, the officer has either failed to apply

for TAP or fails to select for TAP, or a combination thereof, the officer may be subject to involuntary release from active duty (IRAD) in accordance with current instructions issued by Commander, Navy Personnel Command.

4. Implementation. All YG98 officers will remain under the 24 month TAP rule. The 36 month TAP change will begin with YG99 officers who, under the 24 month TAP policy, would have been eligible for TAP in September 2004. However, under reference (a), these six officers will now be eligible for TAP in September 2005.

5. This note will remain in effect until cancelled.

6. Coordination. The LT/LDO Detailer, Navy Personnel Command, PERS-4416C, is the point of contact for all matters relating to TAP and augmentation and may be contacted at (901) 874-4083 or DSN 882-4083.



MICHAEL F. LOHR

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